



City of Arts & Innovation

City Council Memorandum

TO: HONORABLE MAYOR AND CITY COUNCIL DATE: FEBRUARY 25, 2025

FROM: HUMAN RESOURCES DEPARTMENT WARDS: ALL

SUBJECT: REVISIONS TO THE MEMORANDA OF UNDERSTANDING WITH THE RIVERSIDE POLICE ADMINISTRATORS' ASSOCIATION (RPAA), AND RELATED REVISIONS TO THE FRINGE BENEFIT AND SALARY PLAN – SUPPLEMENTAL APPROPRIATION

ISSUE:

Approve the successor Memoranda of Understanding with the Riverside Police Administrators' Association (RPAA) Unit.

RECOMMENDATION:

That the City Council:

1. Approve the attached Memoranda of Understanding (MOU) effective January 1, 2025, through December 31, 2027 for RPAA unit which incorporates the negotiated revisions, and authorize the City Manager, or designee, to execute the Memoranda of Understanding on behalf of the City;
2. Adopt the attached Resolution amending the Master Fringe Benefits and Salary Plan to reflect the revised MOU provisions as outlined in Exhibit A and Exhibit B attached thereto; and
3. With at least five affirmative votes, authorize the Chief Financial Officer or designee to record supplemental appropriations in the approximate amount of \$153,977 in Fiscal Year 2024/25 in the applicable funds and accounts.

BACKGROUND:

The City began labor negotiations with the Riverside Police Administrators' Association Unit in January 2025 as the prior MOU was expired as of December 31, 2024. A mutual tentative agreement was reached on January 16, 2025.

DISCUSSION:

The City entered into, and has successfully concluded, labor negotiations with the RPAA unit. Provisions of the tentative agreement have been ratified by RPAA unit members. The tentative agreement reached between the City and the Union is herein presented for the City Council's approval.

Provisions applicable to RPAA Unit:

- Labor Contract Period: January 1, 2025 through December 31, 2027.
- Salaries:

Salary Increase	Date
4% increase to base salary	Year 1: Effective with the first pay period beginning January 3, 2025 all members of the bargaining unit shall receive a four percent (4%) increase to their base salary.
4% increase to base salary	Year 2: Effective with the first pay period following January 1, 2026, all members of the bargaining unit shall receive a four percent (4%) increase to their base salary.
5% increase to base salary	Year 3: Effective with pay period that begins January 1, 2027, all members of the bargaining unit shall receive a five percent (5%) increase to their base salary.

- Benefits and Other Negotiated Provisions:
 - Effective with pay period that begins January 1, 2027, a third pay step equal to five percent (5%) shall be added to the Police Captain salary schedule an eighth step equal to five percent (5%) shall be added to the Police Lieutenant salary schedule.
 - Sick Leave Transfer provision, allowing unit members in January of each year, who have 15 years of service or more who have used less than 51 hours of sick leave in the preceding calendar year, to have 40 hours of sick leave transferred to the employee's vacation balance.
 - Other miscellaneous non-monetary language clean-up.

With the exception of the Sick Leave Transfer provision all other agreed to amounts were a result of a "Me Too" provision in the RPAA MOU that ensures equitable compensation or fringe benefit improvements under the same terms comparable to employees in the Police Supervisory Unit. Examples of fringe benefits include, but are not limited to, employer contributions toward the payment of premiums for health insurance, life insurance, disability insurance and other insurance for employees and eligible dependents, employer paid deferred compensation contributions, tuition reimbursement, education or P.O.S.T. incentive pay, paid leave benefits, employer paid post-retirement health insurance contributions, FMLA/CFRA benefits, overtime compensation, retirement benefits, hours of work, assignment pay, bilingual pay, and all other premium payments and bonuses, as well as future fringe benefits which may be provided to employees in the classification of Police Sergeants. The salary and step increase were bargained for by the RPOA bargaining unit.

STRATEGIC PLAN ALIGNMENT:

This council item contributes to the *High Performing Government Strategic Priority, Goal 5.1. Attract, develop, engage and retain a diverse and highly skilled workforce across the entire City organization* and aligns with each of the City's *Strategic Cross-Cutting Threads*.

1. **Community Trust** – Fairly negotiated salary and benefits provide the City the ability to retain and attract skilled employees that can provide high quality of public service and increase community trust and engagement. The salary and benefits package is published and presented in this City Council Agenda to ensure all elements are visible and transparent.
2. **Equity** – The Union negotiation process ensures that employees receive fair wages, competitive benefits and good working conditions resulting in a workforce that, in turn, also serves the community in a fair and equitable way.
3. **Fiscal Responsibility** – To ensure responsible management of the City’s financial resources all fiscal impacts were carefully assessed by the City’s Finance and City Manager’s Departments.
4. **Innovation** – The City and Union engaged in creative discussions and sought solutions that would allow both parties to benefit from the updated/new provisions in the contract. Creative ideas from both parties were shared that allowed for a successful agreement.
5. **Sustainability & Resiliency** – The City of Riverside is committed to meeting the needs of its changing workforce while also implementing contracts that are sustainable to the City.

FISCAL IMPACT:

The total cost over the three-year term (1/1/2025 through 12/31/2027) of the MOU is approximately \$2.02 million from the General Fund. The cumulative fiscal impact of the proposed MOU for RPAA is approximately \$153,977 in FY 2024/25, \$475,725 in FY 2025/26, \$855,701 in FY 2026/27, and \$1,069,890 in FY 2027/28 for a total 4-year cumulative fiscal impact of \$2.56 million from the General Fund. Sufficient funds for the requested supplemental appropriations are currently available in fund reserves.

	FY 2024/25	FY 2025/26	FY 2026/27	FY 2027/28	Total Impact
General Fund	\$153,977	\$475,725	\$855,701	\$1,069,890	\$2,555,293

Prepared by: Rene Goldman, Human Resources Director
 Certified as to availability of funds: Kristie Thomas, Finance Director/Assistant Chief Financial Officer
 Approved by: Edward Enriquez, Assistant City Manager/Chief Financial Officer

Approved as to form: Jack Liu, Interim City Attorney

Attachments:

1. Redlined Comprehensive Memoranda of Understanding for RPAA Unit.
2. Resolution Amending the Fringe Benefits and Salary Plan
 - a. Exhibit A – Amended Fringe Benefits and Salary Plan